

DIVISION OF CHILDREN AND FAMILY SERVICES

REGION 5 7.01 PLAN

Revised 01-15-2009



**ICW GOALS: 7.01 PLAN
2007-2008
REGION 5**

Region V would like to express our heartfelt appreciation to Tribal staff for the time taken and energy dedicated to the 7.01 Planning process. We appreciated the Tribes' willingness to schedule individual meetings with us.

The Steilacoom Tribe

The Steilacoom Tribe consists of approximately 700 members. For several years, the Tribe has been in the process of being recognized by the federal government. The Tribe does not have Tribal lands. Tribal members primarily live in Western Washington. Tribal activities are coordinated from the Tribal Center in Steilacoom. The Tribe does not have staff coordinating services. The Tribe is supported by the Small Tribes Organization of Western Washington (STOWW). The Tribal Chair has requested that STOWW be included in planning.

DCFS currently does not have any Steilacoom members identified in either CAMIS or our automated internal log of Native American children.

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Steilacoom Tribe

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1. DCFS and the Steilacoom Tribe will develop a memorandum of Agreement addressing issues identified in the 7.01 Plan.	Developing a draft Scheduling a meeting Reviewing the draft Finalizing the draft	A Memo of Understanding is finalized.	Gary Fontaine (DCFS) Joan Orteiz (Steilacoom Tribe) Don Milligan (Small Tribes of Western Washington) On going	This agreement still needs to be written. Request for copies of agreements with other tribes have been sent to STOWW in preparation to create an agreement.
2. DCFS will include the Steilacoom Tribe on the DCFS mailing list for 7.01 planning purposes	Scheduling planning meetings Inclusion of Steilacoom Tribe through STOWW	Planning meetings take place as scheduled.	Gary Fontaine This is done once a quarter - Ongoing	Meetings are held as requested by the Tribe

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
3. DCFS shall include the Steilacoom Tribe on Tribal mailing lists, i.e. when DCFS distributes information to the Tribes in Region V, Steilacoom Tribe will be included.	<p>Developing a central mailing list</p> <p>Developing procedures for all DCFS staff contacting Tribes to use central mailing list.</p> <p>Monitoring frequency of mailings.</p>	File of mailings sent to all Tribes in Region V.	<p>Gary Fontaine</p> <p>Ongoing</p>	Information is sent to the Tribe on a regular basis
4. DCFS will be meeting with the Steilacoom Tribe each year for each 7.01 planning cycle.	Scheduling a meeting in early part of the year to review 7.01 Plan.	Meeting is held.	<p>In 2009 Jan 15, Port Gamble April 16 Puyallup July 16 Suquamish Oct 15th DCFS</p> <p>Gary Fontaine</p>	Joan Orteza has requested that Don Milligan of STOWW represent their tribe at the 701 plan meetings.
5. DCFS shall provide the Steilacoom Tribe with the name and telephone number of an official DCFS liaison for the Tribe to contact as needed.	Assigning staff person as liaison with Steilacoom	Letter is sent to Tribe with name of liaison.	<p>Gary Fontaine</p> <p>Ongoing</p>	Gary Fontaine is designated as the DCFS staff liaison with the Steilacoom Tribe until such time as a new one needs to be appointed.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
6. DCFS will share the CA database with the Steilacoom Tribe to use for information on Tribal members.	Coordinating with DCFS CIC to Install system.	System made available.	Gary Fontiane Ongoing	Children's Administration is in the process of changing the information database system it uses and will look at how to share that system once it comes on line. Current access to information is through Gary Fontaine.
7. DCFS shall provide the Steilacoom Tribe with current information on regional services that are available.	Services available to the tribe will be outlined in the memorandum of agreement. Additional service needs will be discussed at the 7.01 plan meetings.	Agreement will be completed. Issues will be discussed at quarterly meetings.	Gary Fontaine Ongoing	Completion of agreement will be done at the Tribes convenience.
8. DCFS staff will contact the Tribe by mail quarterly, with a copy to Don Milligan and will meet with the Tribe if requested.	DCFS will call Tribe to schedule a meeting. Tribe will confirm need for meeting and propose a time.	Quarterly meetings are scheduled, occur, and a follow up letter is sent to the Tribe summarizing the meeting.	Gary Fontaine Ongoing	Tribe has had the opportunity to participate in all quarterly meetings.
9. Region 5 DCFS will contact the Steilacoom tribe to participate in hiring panel for ICW workers. Notice will also be sent to Don Milligan	Call and send letter to invite tribe to participate in hiring panel.	Requests to participate will occur.	All staff On going	A regional Tribal representative has been on all hiring panels.

Port Gamble S’Klallam Tribe

The Port Gamble S’Klallam Tribe has approximately 1120 members. The Tribe is federally recognized and has exclusive jurisdiction. The Port Gamble S’Klallam Tribe has played an active role in the development of the LICWAC Committees and providing technical assistance to DCFS on Indian Child Welfare issues. In 2005 the Tribe qualified for Federal IVE reimbursement and in January 2006 the Tribe received Child Placing Agency license to license foster homes off the reservation. The Tribe places Tribal children in Tribal licensed or relative homes. The Tribe serves approximately 70-80 children in their Indian Child Welfare Services Program. Approximately 30 children are in placement. The Tribe has five social workers providing services. The Tribe is providing Passport Services through a contract negotiated with DCFS.

The Tribe’s highest priority is to increase their access to services, particularly services to children in their own homes or relative placements.

Port Gamble S’Klallam Tribe
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David Delmendo, ICW Program Mgr.	(360) 297-9672
Jolene Sullivan, Asst Director Children and Family	(360) 297-9674
Abby Purser, Foster Care Coordinator	(360) 297-9690
Marie Natrall, ICW Case Worker	(360) 297-6331
Kim Clifford, ICW CPS CW	(360) 297-9669
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PORT GAMBLE S'KLALLAM TRIBE

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1. Port Gamble S'Klallam and DCFS will develop and implement a written agreement.	Schedule meeting Review draft Finalize draft Receiving Tribal approval Receiving DCFS administrative approval	Completed written agreement	Gary Fontaine David Delmendo	DCFS and the Tribe signed the agreement on 05/23/2003. This agreement should be reviewed in Late 2008. David and Cheryl will set this up. Being reviewed by the Tribe.
2. DCFS will identify two social workers to act as liaisons with the Tribe for case related issues and to ensure access to services. One social worker will be identified as liaison for children under the age of 12 and the other social worker will be the Tribal liaison for adolescents. DCFS liaisons will have contact monthly with the Tribe.	Supervisors identify social workers to act as liaisons to Tribe. The role of the liaisons is clarified in writing with Tribal input. The liaisons meet with the Tribe on a monthly basis. All Tribal supervision cases are assigned to liaisons. Meetings are scheduled as needed. Notes of meetings and agreements are prepared and distributed to Tribe.	Liaisons meetings are scheduled as needed. Increased utilization of DCFS funded services for Tribal members. Record of meetings is kept.	Darlene Kennedy Diane Waddington Laura Munn Ongoing	Diane Waddington has been a liaison with the Tribe for several years and a solid liaison relationship is in place. This initiative refines the current relationship and strengthens services to adolescents under Tribal supervision. Regular contact has occurred.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
3. DCFS will meet quarterly to discuss progress of 7.01 plan.	7.01 Meetings are scheduled. A written summary of meetings are prepared and distributed to Tribe.	Meetings take place.	In 2009 Jan 15 Port Gamble April 16 Puyallup July 16 Suquamish Oct 15th DCFS Gary Fontaine David Delmendo	Meetings are being held.
4. Port Gamble S'Klallam Tribe will complete Passports (medical, health, and educational information) for Tribal members. DCFS will provide technical assistance.	DCFS contact person for passports is identified. Trouble shooting process is clarified. Request for funding increase sent in.	Port Gamble S'Klallam Tribe has a current contract to provide Passport Services to children under Tribal supervision.	Dianne Thompson Ongoing	This work is currently being done by the Tribe. The Port Gamble S'Klallam Tribe received an increase in funds for their July 2007-June 2008 Passport contract.
5. The Port Gamble S'Klallam Tribe will have access to the Secured CRC and the semi-secured CRC.	DCFS gives written guidelines to Tribe on Reg & Sec CRC. Tribe notifies Tribal police of criteria. Tribal Police contact DCFS for placement coordination. Role of Tribal Adol Liaison in CRC placements is clarified. Meeting with CRC to discuss working together.	Port Gamble S'Klallam youth are placed into the CRCs.	Barbara Bofinger Ongoing	The tribe uses as needed. Updated procedures sent to Tribe 7-20-2005.

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6. Port Gamble S'Klallam will have access to Independent Living Skills Programs.	<p>Port Gamble identifies youth in foster care between ages 16-18.</p> <p>Youth for Christ completes intake and refers youth to appropriate ILS Program.</p> <p>Explore options for Tribe to contract directly for ILS Program. DCFS contacts Independent Living Skills Program Manager to explore modifying eligibility criteria.</p> <p>Tribe attends meeting with ILS providers.</p>	Tribal youth participate in DCFS contracted Independent Living Skills Program.	<p>Diane Waddington David Delmendo Keith Fichter Ongoing</p>	<p>The contract for providing ILS services needs to state that providers must contact Tribes and discuss how they will provide services to the Tribes.</p> <p>Contract monitor met with Tribe and Provider met with Tribe.</p> <p>Diane is referring adolescents to ILS.</p> <p>Transportation limit the ability of the tribe to participate because of the distance between the tribe and the provider and transportation options.</p>
7. DCFS and DLR will inform Port Gamble S'Klallam of training opportunities for Tribal staff and confirm when mileage reimbursement is available.	<p>DCFS notifies Tribe of training opportunities for Tribal ICW staffs. (This may done through the DCFS web site, liaisons, or general Tribal mailings.)</p> <p>DCFS clarifies training were mileage can be reimbursed.</p>	<p>Tribal ICW staff attend DCFS sponsored training.</p> <p>Title IVE funding is used for reimbursement of training.</p>	<p>Diane Waddington Gary Fontaine Ongoing</p>	Training opportunities have been offered to the Tribe.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
8. DCFS will ensure Tribal access to the following services: a)Except cost plans b)Behav Rehab Services c)Intensive Family Preservations Services d)Family Preservation Services e) FRS Services.	Liaisons will meet quarterly to discuss services and eligibility criteria. Liaisons are assigned to all cases under Tribal supervision. Liaisons approve service or assist in coordination of approval. Liaisons will process SSPS.	Continued prompt access to DCFS funded services by Port Gamble S'Klallam children and families.	Diane Waddington Darlene Kennedy Ongoing	DCFS has made services available to the Tribe.
9. DCFS and the Port gamble S'Klallam Tribe will meet 1/4ly on the admin level to review 7.01 Plan/ issues.	Schedule meetings Follow up meetings with letter confirming plans of action.	Record of all meetings will be kept.	In 2009 Jan 15 Port Gamble April 16 Puyallup July 16th Suquamish Oct 15 th DCFS	Meetings have occurred on a regular basis.

The Puyallup Tribe

The Puyallup Tribe has approximately 4000 members. The Tribe is federally recognized and has exclusive jurisdiction. The Tribe investigates all CPS referrals of Puyallup Tribal members living on Tribal lands. The Tribe has a long history of working in partnership with DCFS. The Tribe is licensed through DCFS as a Child Placing Agency and serves members who require out of home placement regardless of residence according to capacity. The Tribe currently has approximately 26 foster homes they have licensed with approximately one third of these homes being licensed relative placements. Puyallup Tribal Children's Services serves approximately 200 children. Puyallup Tribal Children's Services has two CPS Social Workers, one licensor, and five Child Welfare Social Workers along with a Director and Support staff.

The Tribe accesses services through the Child Placing Agency. The Puyallup Tribe also has access to five Behavior Rehabilitation Services (group care level) slots which have been used to provide individualized and tailored care both to Tribal youth in out of home placement and children living in their own homes. The Puyallup Tribe has recently accessed the Secured Crisis Residential Center. The Tribe's priority is to maintain access to the Behavioral Rehabilitation Services slots and to have further access to DCFS funded services for children who live in their own homes.

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Puyallup Tribe

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Puyallup Tribe				
Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1. DCFS and the Puyallup Tribe will meet 1/4ly on the admin level to review 7.01 Plan/ issues.	Schedule meetings Follow up meetings with letter confirming plans of action.	Record of all meetings will be kept.	In 2009 Jan 15 Port Gamble April 16 Puyallup July 16th Suquamish Oct 15 th DCFS Gary Fontaine Tara Reynon	Meetings have occurred on a regular basis.
2. DCFS will fund BRS for up to 5 kids under Puyallup's jurisdiction through a CCS contract at the 1D rate. Puyallup will refer to BRS program manager with support documentation. BRS Manager will review referral to determine if qualified. If child is not qualified BRS manager will offer alternatives. Eligibility reviewed at 12 and 18 months with ECP.	Agreement between Catholic Community Services that CCS will be the BRS provider. Contract developed between Tribe and CCS DCFS approval of contract.	Sub-contract is approved by CCS, the Tribe, and DCFS. The use of Traditional Healers is approved. Tribe continues to have access to BRS services.	Dianne Thompson DCFS Tara Reynon Puyallup ICW Kevin Ainslie, DCFS CCS Ongoing	Referrals have been made and children placed.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
3. DCFS will assign a FRS (Family Reconciliation Services) social worker to act as liaison to the Tribe for FRS services.	FRS social worker to act as liaison to Tribe. Liaison provides training and information to Tribal staff on adolescent services.	Identification of DCFS FRS liaison. Increased Tribal access to adolescent services.	Belinda McDonald Julie Slaughter Patricia Morgan Ongoing	This assignment will continue until a replacement is needed.
4. DCFS will have Puyallup Tribal jurisdictional cases served by the Pierce County ICW unit.	Cases will be assigned to the unit when identified.	ICW Unit processes payment for Puyallup Tribal jurisdictional cases.	Patricia Morgan Dana Wippel On Going	Cases are being served in the ICW unit.
5. DLR will meet as needed with tribal license staff to review issues specific to licensing and DLR/CPS Investigations.	Schedule meetings. Follow up meetings with letter confirming plans of action.	Identification and follow-up of issues as needed in writing.	Linda Tosti-Lane Debra Jackman Tara Reynon On Going	Regular meetings have been taking place.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
6.DCFS will make the following services available to children under the jurisdiction of the Puyallup Tribe: a) Secured CRC b) CRC c) Intensive Family Preservation Services d) Family Preservation Services e) Daycare f) Home based services g) Foster care services Sexually aggressive youth	Identification of liaisons meetings with Tribe to identify services and eligibility criteria for services. Preparation of written guidelines for services. Documentation of Tribal access to services.	Puyallup Tribe uses increased and varied services. Services are documented by SSPS payments.	Gary Fontaine Lori McDonald Ongoing	The Puyallup Tribe accesses two slots in the Secured CRC.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
7. DCFS will share the CA database with the Puyallup Tribe to use for information on Tribal members.	Coordinating with DCFS CIC to Install system.	System made available.	Gary Fontaine Patricia Morgan Ongoing	Children's Administration is in the process of changing the information database system it uses and will look at how to share that system once it comes on line. Current access to information is through the ICW unit.
8. DCFS will notify the Puyallup Tribe in a timely manner when DCFS is serving Tribal members.	DCFS will send notification to the legal office, Pam Gideon. DCFS will notify Tribe of voluntary foster care placements of Puyallup Tribal members.	Number of cases identified by Tribe without notification. DCFS ICW Identification Coordinator gives Tribe list of names of member in tracking system on a quarterly basis.	Gary Fontaine Janice Coleman Sandra Cooper Gloria Glinsey Pam Gideon Ongoing	ICW Identification Coordinator.
9. DCFS will give the Puyallup Tribe ISSPs in a timely manner.	Social workers prepare ISSPs 10 days prior to the hearing. Social worker submits the ISSPs to the Puyallup Tribe. DCFS and Tribe develop a complaint process to identify late ISSPs.	Number of complaints from Tribe identifying late ISSPs.	Dana Wippel Sandra Cooper Jennifer Lopez-Silvers Pam Gideon Ongoing	There have not been any recent complaints from the Tribe regarding late ISSPs.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
10. DCFS will notify the Puyallup Tribe of current information regarding resources, training, as well as current expectations and changes in eligibility criteria.	DCFS will establish a mailing list and process to update the Tribes on current information.	Record of information sent to all Tribes in Region V. Goal is for a minimum of monthly mailings to Tribes.	Gary Fontaine All identified Tribal liaisons Ongoing	Regular notification has been sent to the Tribe.
11. DCFS will complete CPS investigations on Tribal members living on Tribal land as requested by the Tribe.	<p>Puyallup Tribe Children's Services contacts CPS intake making request for investigations to be completed by DCFS.</p> <p>DCFS CPS liaison confirms DCFS involvement and agreement DCFS assigns referral(s) to DCFS staff.</p> <p>Tribe is notified of intervention.</p>	DCFS investigates Tribal CPS referrals as requested.	<p>Jennifer Lopez-Silvers Tara Reynon</p> <p>Ongoing</p>	CPS has done investigations as requested by the Tribe.

The Suquamish Tribe

The Suquamish Tribe has approximately 1100 members. The Tribe is federally recognized and has exclusive jurisdiction. The Suquamish Tribe Indian Child Welfare Program has a Director, a supervisor, 2 Child Protection Services Social Workers, and a Case Manager. The Tribe serves approximately thirty-five families consisting of approximately eighty children. The majority of children live with their families or with relatives. The Tribe uses foster homes licensed by DCFS. The Tribe is serving approximately 10 children in foster care at this time.

The Tribe wants to access DCFS services that will support children living with their parents or in relative placements.

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Suquamish Tribe

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1. DCFS and the Suquamish Tribe will develop a written agreement outlining access to services, maintaining services, and trouble shooting.	Receiving Tribal approval. Receiving DCFS Administrative approval. Implementing draft. Revising draft as appropriate.	Written agreement was signed by Tribe and DCFS.	Gary Fontaine Diane Waddington	The agreement will be reviewed during the 7.01 planning process and updated as needed. A meeting needs to be scheduled to update the MOU.
2. DCFS will identify two social workers to act as liaisons with the Suquamish Tribe. One social worker will be the liaison for children under the age of 12 and one social worker will be the liaison for adolescents.	Tribe and DCFS identify liaisons. Supervisors meet with Tribe and liaisons to clarify role in writing. Liaisons have monthly contact with Tribe. Liaisons meet monthly with Tribes to discuss services and individual cases. Liaisons are assigned all Suquamish cases. SSPS is authorized for services. A conflict resolution process is identified in the written agreement.	Liaisons identified Increase utilization of DCFS funded services for Suquamish children and families.	Diane Waddington Darlene Kennedy Laura Munn Ongoing	DCFS has identified two social workers who will act as liaisons to the Suquamish Tribe and they meet every third Thursday of the month.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
<p>3.The Suquamish Tribe has access to these services:</p> <ul style="list-style-type: none"> a) Behavioral rehabilitation services b) Exceptional cost foster care c) Home based services d) Family Preservation Services e) Intensive Family Preservation Services f) Independent Living Skills Services g) Child care h) Sexually aggressive youth i) CRC & SCRC j) Psyc evals <p>And other services as appropriate.</p>	<p>Suquamish will refer clients for services as needed.</p> <p>The list of required forms will be developed.</p> <p>Liaisons will send forms to Tribe.</p> <p>The need for further forms will be evaluated on an ongoing basis.</p>	<p>Currently, DCFS is funding approximately 10 youth in foster care.</p> <p>Foster Care payment has been the primary service funded by DCFS.</p> <p>Suquamish has the requested DCFS forms</p>	<p>Diane Waddington Darlene Kennedy Linda Kalinowski</p> <p>Ongoing</p>	<p>Suquamish continues to access services as needed.</p> <p>A notebook has been provided that contains the forms and procedures for accessing services.</p>

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
4. DCFS/DLR staff and Suquamish Tribal staff will meet quarterly. The meetings will be multi purpose to discuss case staffing, 7.01 Plan, admin issues. Admin and liaison staff will attend.	Meetings will be scheduled. DCFS will summarize meetings in writing. DCFS and Suquamish will evaluate follow through.	Quarterly meetings take place.	In 2009 Jan 15 Port Gamble April 16 Puyallup July 16th Suquamish Oct 15 th DCFS Gary Fontaine Dennis Deaton	Meetings have taken place on a regular basis.
5. DCFS will assist the Suquamish Tribe to develop contract to provide traditional healing to their Tribe.	DCFS will re-issue a contract to the Suquamish Tribe to provide Traditional Healing to it's members.	Completion of a contract in a timely manner	Gary Fontaine Dianne Thompson	The contract was signed by the Tribe and DSHS and is in effect through 6-30-2009.
6. DCFS will notify the Suquamish Tribe when we become aware of Native American resources in the community.	DCFS staff and Tribes to identify Native American providers and providers demonstrating success in working with Native American families. DCFS will prepare a directory of providers who work well with Native American families. DCFS will send directory to Tribe.	A list of Native American providers and providers who work effectively with Native American families is completed.	Gary Fontaine Dianne Thompson Ongoing	Resources are shared with the Tribe by liaison staff. A directory has not yet been created.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
7. DCFS will share the CA database with the Suquamish Tribe to use for information on Tribal members.	Coordinating with DCFS CIC to Install system.	System made available.	Gary Fontaine Darlene Kennedy Diane Waddington Ongoing	Children's Administration is in the process of changing the information database system it uses and will look at how to share that system once it comes on line. Current access to information is through the ICW unit.
8. DCFS and DLR will inform Suquamish Tribe of training opportunities for Tribal staff and confirm when mileage reimbursement is available.	DCFS notifies Tribe of training opportunities for Tribal ICW staffs. (This may done through the DCFS web site, liaisons, or general Tribal mailings.) DCFS clarifies training were mileage can be reimbursed.	Tribal ICW staff attend DCFS sponsored training. Title IVE funding is used for reimbursement of training.	Diane Waddington Gary Fontaine Ongoing	Training opportunities have been offered to the Tribe.

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DCFS/DLR Region 5

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
1. DCFS clearly defines the role of all liaisons with the Tribes to ensure communication, Tribal access to services, and problem solving.	DCFS identifies all Tribal liaison relationships. Expectations for liaisons are prepared in writing with Tribal input. Supervisors monitor and support liaison relationships. Effectiveness and need for modification of role of Tribal liaisons are reviewed in Tribal meetings. Results of Tribal liaison roles are incorporated into staff performance appraisals. Training and meetings take place to develop teamwork.	A list identifying all Tribal liaison relationships. A written description of liaison role. Periodic meetings to review and refine role.	Nancy Sutton Gary Fontaine Ongoing	Incorporated into completed and draft agreements.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
2. DCFS and DLR will plan and schedule quarterly 7.01 Meetings between Tribal and DCFS ICW staff to support communication, relationships, and professional development.	<p>Quarterly meetings are scheduled.</p> <p>Guest speakers are identified and invited to meetings.</p> <p>Tribes are notified of meetings two weeks in advance.</p>	Quarterly meetings/training between Tribal and DCFS ICW staff will take place.	<p>In 2009</p> <p>Jan 15 Port gamble</p> <p>April 16 Puyallup</p> <p>July 16th Suquamish</p> <p>Oct 15th DCFS</p> <p>Dana Wippel</p> <p>Jennifer Lopez-Silvers</p> <p>Darlene Kennedy</p> <p>Gary Fontaine</p>	Quarterly meetings have been occurring.
<p>3. DCFS will develop and implement strategies with GAL court staff to:</p> <p>a) increase the knowledge of court staff with ICWA</p> <p>b) Improve relationships with LICWAC.</p> <p>c) improve relationships with Tribes</p>	GAL staffs are offered training in ICW.	GALs support LICWAC recommendations GALs attend ICW training.	<p>Nancy Sutton</p> <p>Gary Fontaine</p> <p>Diane Waddington</p> <p>Ongoing</p>	Trainings are offered and held for GAL staff in the region.

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4. DCFS will develop an ICW training plan to ensure that new staff receives mandatory training and that ICW staff receives training to support and improve skills.	Indian Practices will review training plan.	Number of DCFS staff who has received ICW training.	Gary Fontaine Diane Waddington Ongoing	ICW Manual training being offered annually in every region.
5. DCFS will plan an by-annual regional retreat with Tribes.	Funding is secured. A location is identified. A planning committee is formed. Invitations are sent to Tribal and ICW staff in a timely manner.	A retreat takes place.	Gary Fontaine	DCFS will be hosting in 2009
6. DCFS Region V will continue to invite Tribes to participate in hiring panels to hire staff in the ICW in writing and by phone. Staff carrying ICW cases not in the ICW unit will have ICW training.	Call and send letter to invite tribe to participate in hiring panel.	Requests to participate will occur.	Gary Fontaine Dana Wippel Jennifer Lopez-Silvers Darlene Kennedy Ongoing	A regional Tribal representative has been on all hiring panels.

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(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
7. DCFS will work with the Tribes to identify a list of Native American service providers and identify providers who have demonstrated competence in serving Native American families.	<p>Staff person is designated to coordinate project.</p> <p>Each Tribe is contacted to identify providers they would recommend.</p> <p>DCFS social workers are polled to identify providers.</p> <p>A list is developed.</p> <p>List is distributed at quarterly meetings and updated as necessary.</p>	DCFS and Region V Tribes has a list of Native American Providers and providers recommend by the Tribes as working effectively with Native American families.	<p>Diane Waddington Darlene Kennedy Dana Wippel Dianne Thompson</p> <p>Ongoing</p>	Resources are shared with the Tribe by liaison staff.
8.DCFS needs to develop a better tracking system related to CAMIS data.	Management team will investigate reports being generated from the data gathered.	Data on ICWA compliance.	<p>Gary Fontiane</p> <p>Ongoing</p>	<p>We are waiting for the implementation of the new DCFS SACWIS data system to be able to have this data available.</p> <p>At the present time, FAMLINK is projected to be on line by late 2008</p>

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	4) Lead Staff Target Date	(5) Status Update for the Fiscal Year Starting Last July 1
9. All Region V social workers will be given an orientation to LICWAC prior to their first staffing.	Attach LICWAC instructions to LICWAC schedule. Include LICWAC forms in new employee manual. Review and include LICWAC training with new employee training.	Staff will be prepared for LICWAC. Problems with compliance reported to Regional Administrator.	ICW Staff New Staff Training On going	Training Continues to be offered.
10.DCFS Region V will continue to assign two social workers as the Regional ICW Identification Coordinators.	Social workers will make referral of all potential Native American children to Native American Identification Coordinator. Coordinator will contact Tribes. Coordinator will confirm Tribal enrollment status with social workers. Coordinator will maintain a tracking system of all children processed for identification. Tracking committee will meet to review procedures and make recommendations for improvements.	Native American children will be identified and tracked to ensure compliance with ICWA.	Bremerton Janice Coleman Tacoma Gloria Glinsey Ongoing	In August 1999, Region V hired a social worker to act as the Native American Identification Coordinator. In Jan 2004 a second position was added. These positions have proven to be very helpful in clarifying Native American status and follow through with the ICWA. In May, 2008 an MSW practicum student will also be assisting in the Tacoma office with identification

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11. Region V DCFS will complete Perm Plan staffing on all ICW cases after a child has been in placement for 3 months and every 12 months thereafter until the permanent plan is achieved.	Staff schedule Perm Plan staffing.	Quarterly reports from ICW Compliance Program Manager on staffings completed in the Region.	Darlene Kennedy Dana Wippel Ongoing	ICW Perm Plan staffings are being completed on ICW cases as needed.
12. Region V DCFS will audit ICW cases for compliance and good Indian Child Welfare Practice on request. ICW cases will be included in the peer case review process as developed.	Cases are identified. ICW Program Manager completes audit. Audit results are given to social worker, supervisor and area administrator. Corrective action is taken as appropriate.	Completed audits of Region V DCFS ICW cases.	Gary Fontaine Ongoing	Cases are audited as needed.
13. LICWAC membership will be expanded to ensure Tribal involvement.	Current list of LICWAC members is prepared. Tribes contacted for nominations. Regional Administrator confirms appointment. Program manager orients new member.	Region V LICWAC has increased community involvement and proportionately fewer DCFS staff.	Diane Waddington Gary Fontaine Ongoing	Additional Tribal members have been added to the LICWAC.

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14. Region V DCFS and DLR will support relative and culturally relevant placements for Native American youth.	Relative placements need to be identified in tracking placement of Native children. The need for relative placements will be reviewed in LICWAC and Prognostic staffing.	Relative placements are increased for ICW cases.	Dana Wippel Ongoing	Send out list of resources as attachment to email.
15. Region V DCFS will invite Tribal participation in all staffing involving their members including CPT, 30-day staffing, Perm Plan staffing and admin reviews.	Policies for each staffing are reviewed to ensure inclusion of Tribal participation. Staff is informed of requirement for Tribal participation. Tribes invited to participate or to give input.	Number of staffing with Tribal participation.	Darlene Kennedy Dana Wippel Ongoing	Tribal staffs are invited to staffings.
16. Region V DCFS will give Tribes the option of providing telephone testimony or preparing an affidavit for court. Region V DCFS will contact Tribes and develop the ISSP in time so that it can be finalized and distributed to Tribes 10 working days prior to the hearing.	Social workers give Tribes copies of affidavit. The Attorney General's Office coordinates telephonic testimony. Social workers prepare ISSPs 10 days prior to hearing. Social workers submit ISSPs to Tribe. Supervisors monitor completion of ISSPs and include data in performance appraisals for staff.	Increased number of telephonic testimony and/or affidavits at hearings when Tribe is unable to attend. Tribes receive ISSPs in a timely manner.	Supervisors and social workers. Ongoing	Tribes testify in court and receive ISSP's as needed and required.

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17. Ensure efforts are made to recruit/hire Indian staff reflective of the service population.	DCFS/DLR will notify tribes of staff vacancies.	Number of Native American staff hired.	Tina Childers Shannon Freeman Nancy Sutton Ongoing	Significant efforts are made to hire Native staff including a selective for experience in ICW/Tribal work.
18. DLR will continue to verify Native American status of private agency and DLR Foster Homes.	DLR will seek verification on any Native American foster families. Tribal affiliation does not need to be Federally recognized.	Work with all private agencies, tribes & people in that are in touch with Native families.	Tina Childers Ongoing	Efforts on constantly being made to identify families.